

Jobs for Veterans Act

Public Law 107-288

Employment with the Federal Government

- LAW DID NOT AFFECT VETERANS' PREFERENCE
- Changed “Veterans Readjustment Appointments” to “Veterans Recruitment Appointments”
- Eligibles include those who:
 - Are disabled veterans; or
 - Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized; or
 - Veterans who, while serving on active duty in the Armed Forces participated in a United States military operation for which an Armed Forces Service Medal (AFSM) was awarded; or
 - Recently separated veterans. Recently separated veterans are defined as those who have separated from active service within the last three years.

Employment with the Federal Government

■ New Flexibilities:

- Length of service requirements now eliminated for ALL categories of veterans
- Elimination of time restrictions on appointments for:
 - » Disabled veterans;
 - » Veterans who served on active duty in the Armed Forces for which a campaign badge has been authorized; and
 - » Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an AFSM was awarded

Employment with the Federal Government

- However, a veteran who is not disabled, who does not have a campaign badge or AFSM ...
 - May only be appointed within the first 3 years after his/her most recent separation.
 - This affects new AND current VRA appointees.
 - » Individuals currently on rolls under VRA appointments may not be eligible under the new law.
 - » Those on VRA appointments now may be continue to work and may be converted to career conditional/career appointments at the appropriate time.

Employment with the Federal Government

- Aspects of the VRA that remain unchanged:
 - Maximum grade level at which appointments may be made: GS-11;
 - Veterans must be qualified;
 - Veterans with less than 15 years of education must still receive training or education; and
 - After 2 years of successful employment, appointments must be converted to career conditional/career.

Employment with the Federal Government

- One important question remains: What kind of discharge must one have to be eligible for Federal employment under the new law?
 - No official guidance to date.
 - In the meantime, apply the “released from active duty under conditions other than dishonorable” rule we have now.

Other VRA Facts

- VRA appointments are made in the excepted service.
- A veteran who is eligible for a VRA appointment is not automatically eligible for veterans' preference.
- VRAs may be promoted demoted, reassigned or transferred like a career employee.
 - Time-in-grade rule applies but a VRA appointee may be given an new VRA appointment without regard to time in grade.

Other VRA Facts

- Veterans' preference applies when making referrals:
 - If you have 2 or more VRA candidates and 1 or more is a preference eligible.
 - All qualified VRA candidates on file who can reasonably be expected to be considered must be considered.
 - VRA candidates cannot be placed into separate groups or considered as coming under a separate source to avoid applying preference.

Other VRA Facts

- You may make a noncompetitive temporary or term appointment based on VRA authority.
 - The appointment must be at grades authorized for VRA appointment but is not a VRA appointment itself,
 - Such appointments do not lead to conversion to career conditional appointment.